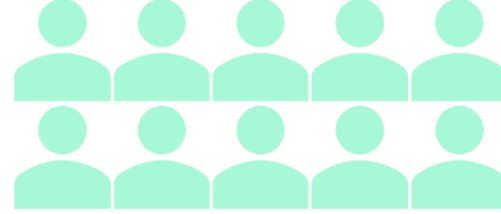
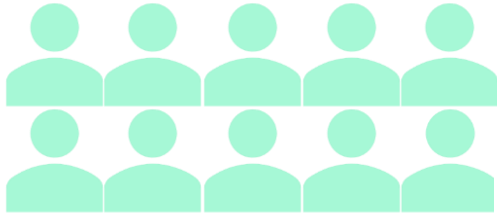


# Collaborating for Student Success

**How Union-Management Partnerships  
Improve Student Outcomes, Teacher  
Retention, and Transform Leaders**

# Educator Involvement Improves Teaching & Learning



National Center for Education Information: [\*Profiles of Teachers in the U.S. 2011\*](#)

Responses of 2,500 randomly selected K-12 public school teachers in 2011:

“To what degree do you agree that the following changes would strengthen teaching as a profession? “

A blue-tinted photograph of five students walking away from the camera down a hallway. The student on the far left is wearing a light-colored shirt and dark pants. The student next to them is wearing a dark sweatshirt with the number '56' on the back. The student in the center is wearing a plaid shirt and jeans. The student next to them is wearing a red shirt and light-colored pants. The student on the far right is wearing a dark shirt and pants, and has a backpack on. The hallway has a polished floor and a railing on the left side.

# What Does The Research Tell Us?

Professor Saul Rubinstein, Rutgers University  
Professor John McCarthy, Cornell University



# Collaboration is Shared Decision-Making

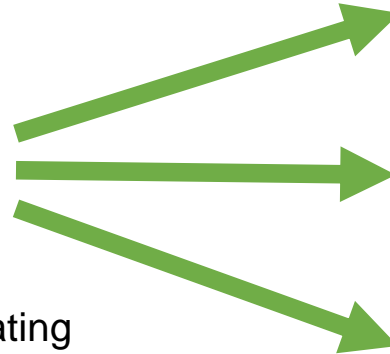
A formal partnership catalyzes shared decision-making in schools and leads to positive educational outcomes.



Labor  
Management  
Partnership for  
joint problem-  
solving



Educators Collaborating  
and Making Decisions in  
Schools



Student  
Success



Educator  
Engagement



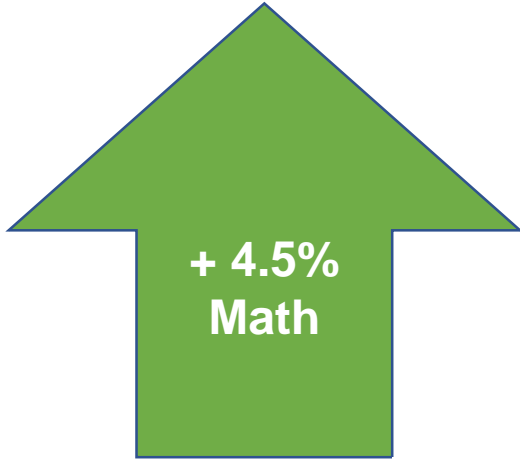
Teacher  
Retention

# Collaboration Increases Student Achievement

Schools with the highest levels of collaboration have more students performing at or above standards than schools with the lowest levels of collaboration, even after adjusting for poverty.



+ 12.5%  
Language  
Arts



+ 4.5%  
Math

# Collaboration Results in:



Improved Goal  
Alignment



Increased  
Educator  
Efficacy

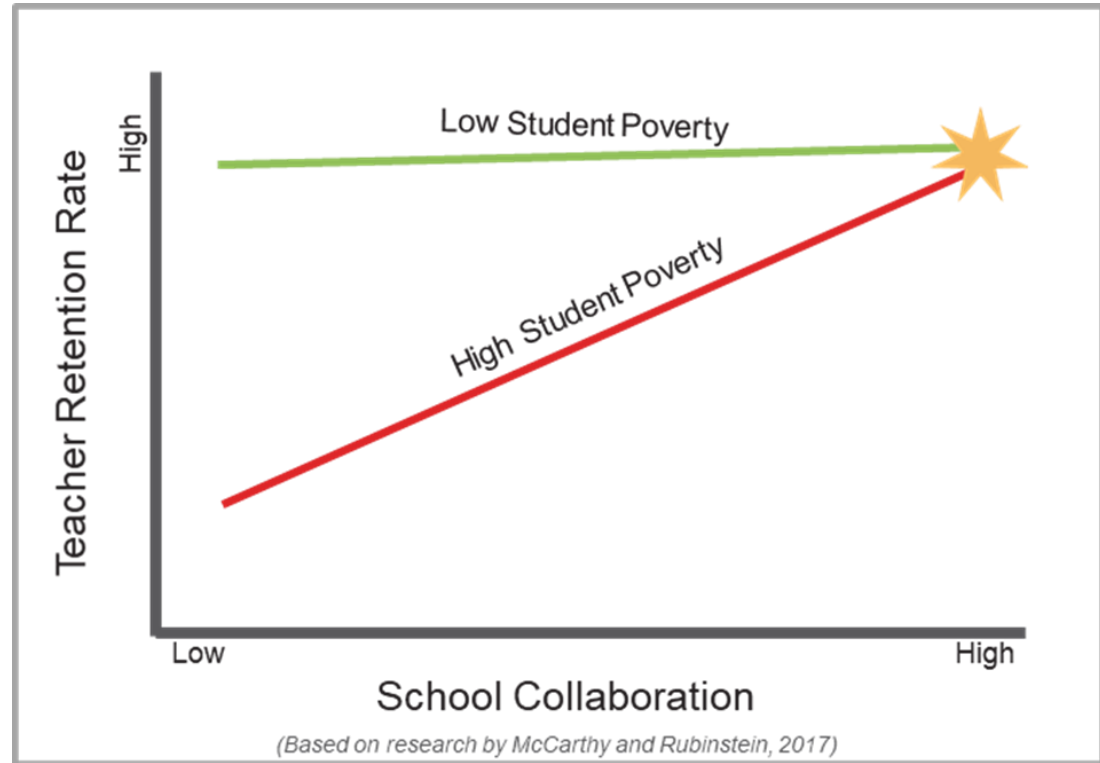


Association Rep  
and Principal Seen  
as Professional  
Resources

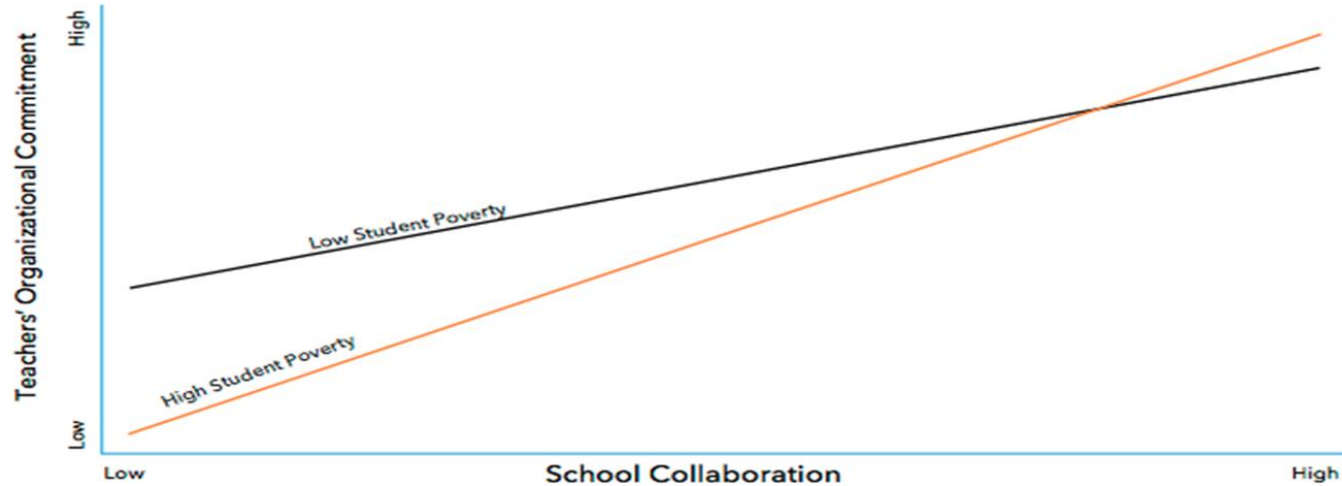
# Teacher Turnover Decreases, Particularly in High Poverty Schools

**When collaboration is low,** teacher turnover is 3.5x greater in high-poverty schools than in low-poverty schools.

**When collaboration is high,** there is no statistical difference in teacher turnover between high-poverty and low-poverty schools.

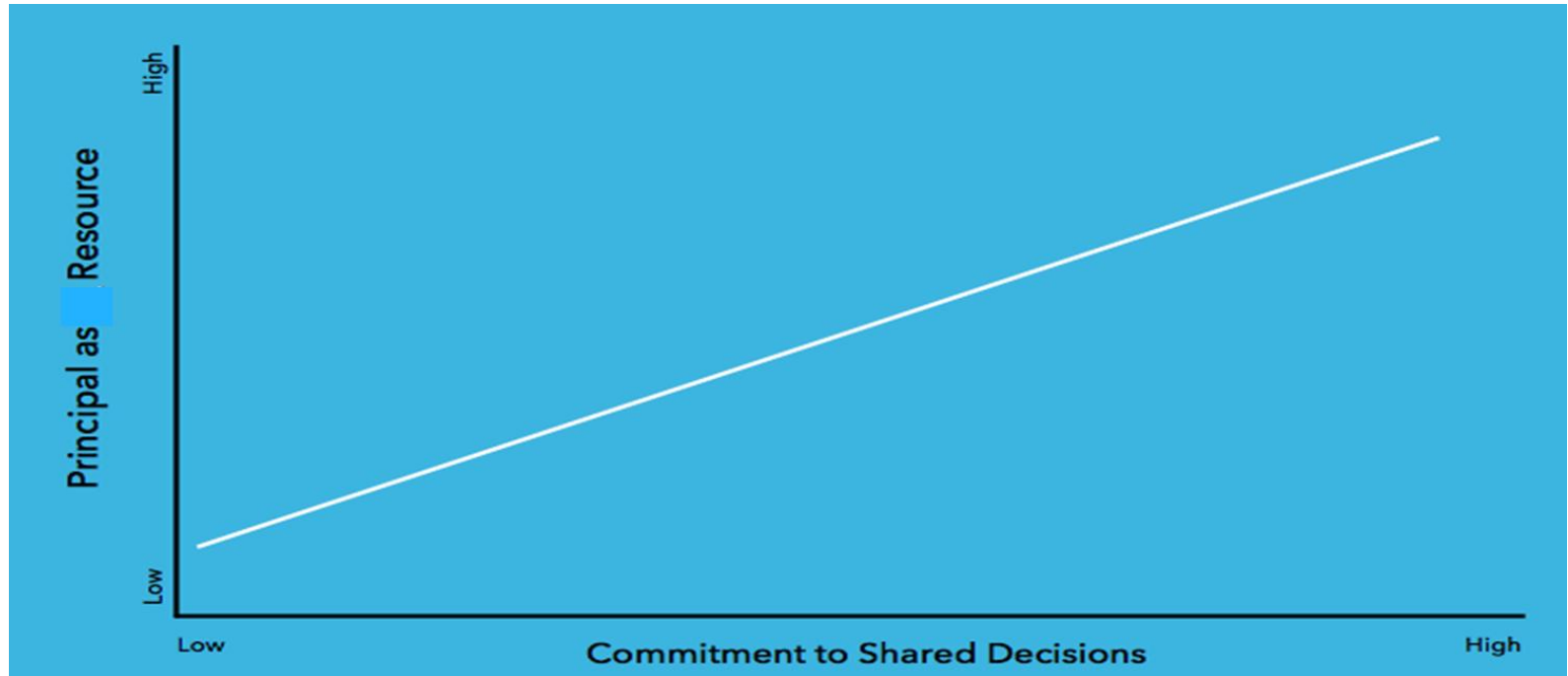


# Teacher Commitment Increases, Particularly in High Poverty Schools

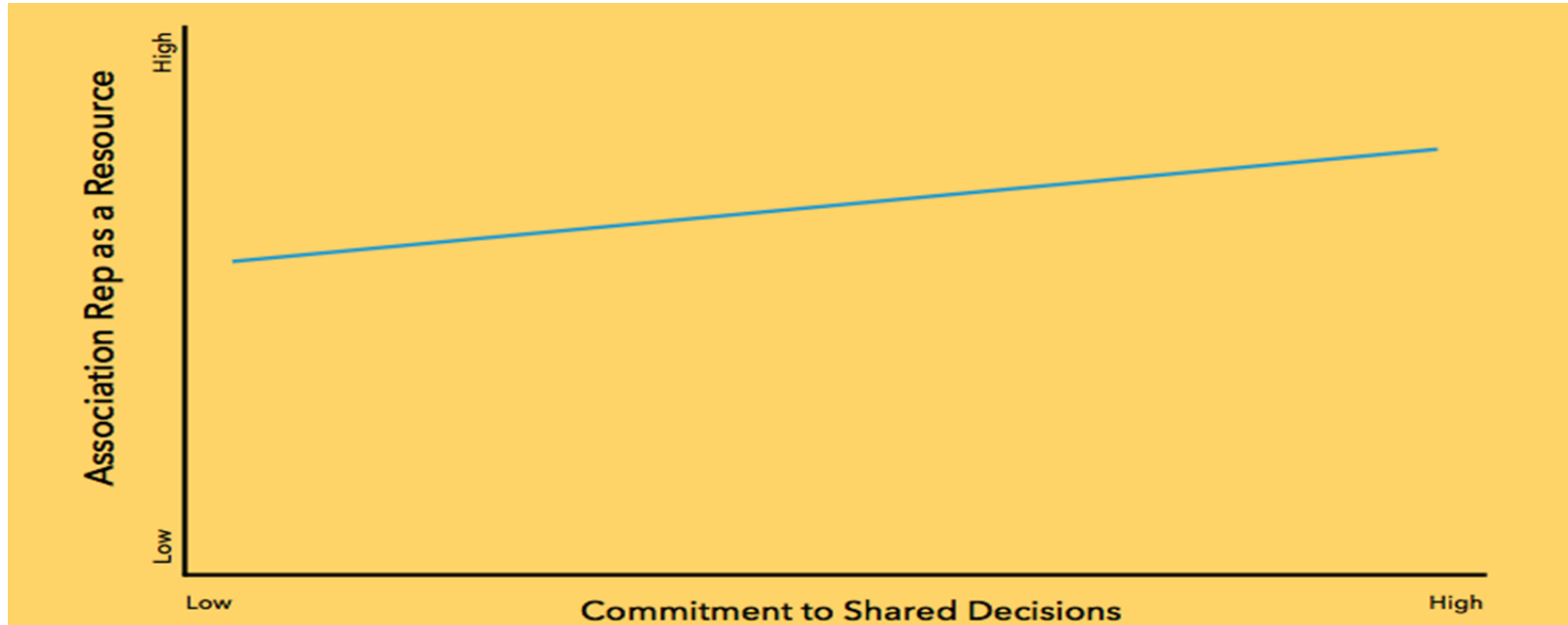




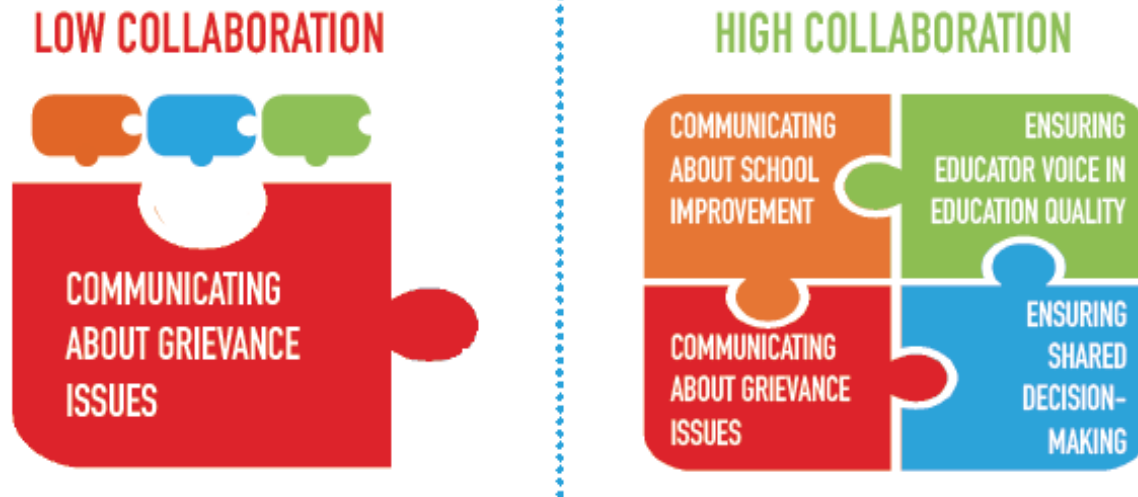
# Shared Decision Making & Principal as a Resource



# Shared Decision Making & Association Rep as a Resource

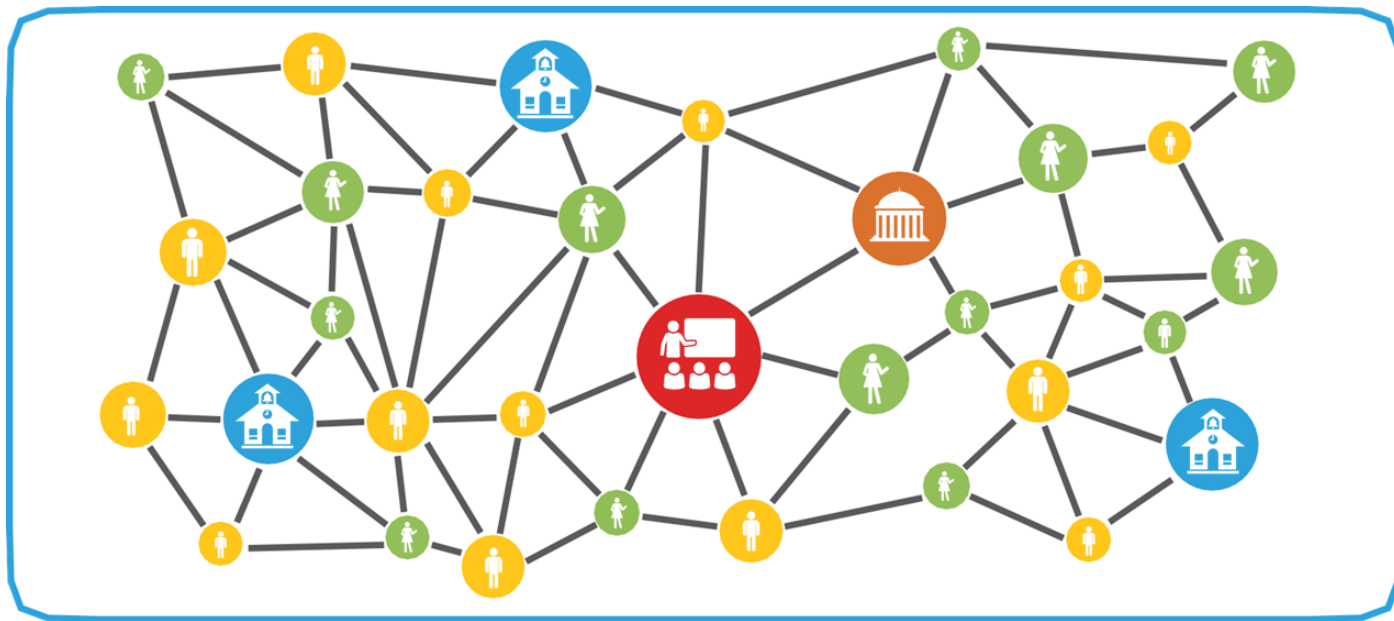


# The Role of the Association Leader is Transformed



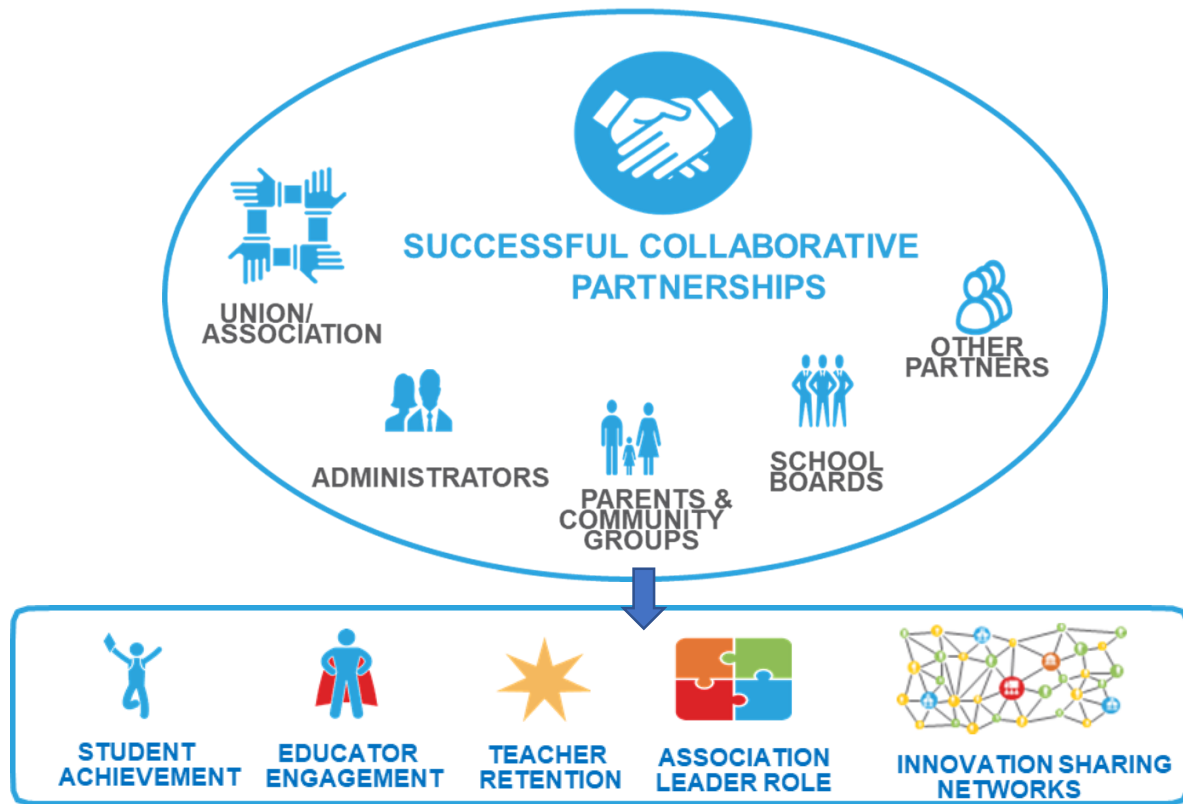
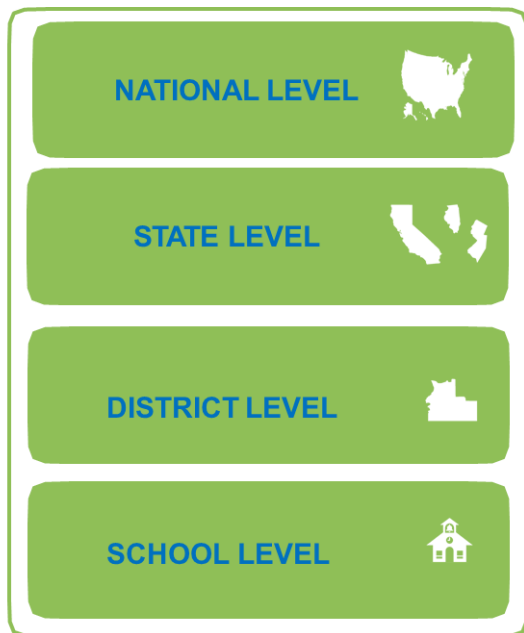
Research shows that collaborative environments shift Association representatives' perception of their roles from primarily transactional to more balanced and transformational.

# Association/Union Networks Facilitate Sharing Of Innovative Practices In Collaborative Partnerships.

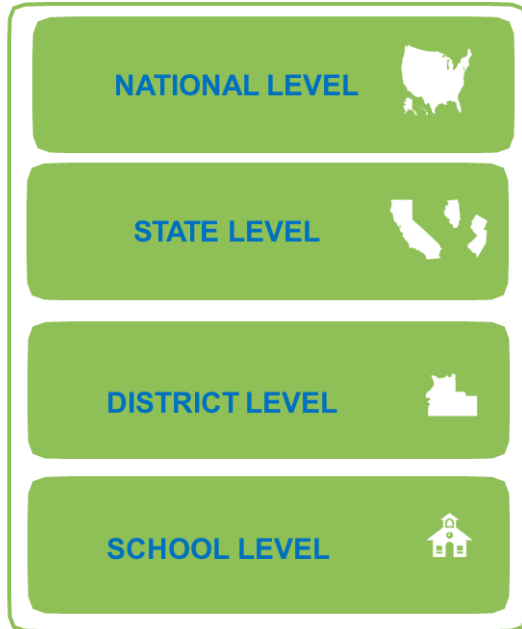


But, How?

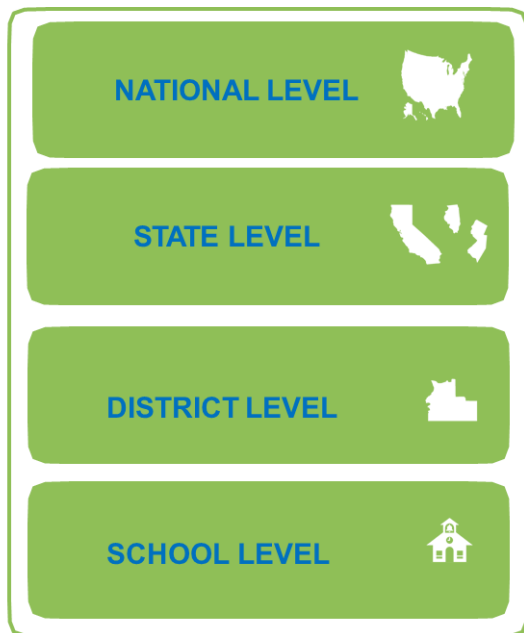
# Building A SYSTEM of Collaboration



# Building A SYSTEM of Collaboration: National

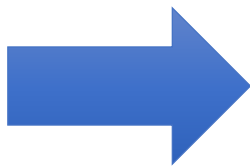
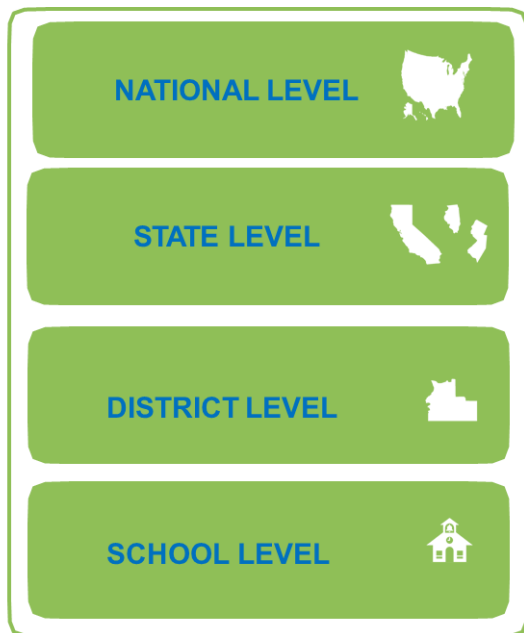


# Building A SYSTEM of Collaboration: State





# Building A SYSTEM of Collaboration



THE  
WHAT

District & School  
Leadership Teams

THE  
HOW

Working Committee Projects:

Social-Emotional Learning  
Energy Conservation  
School Climate, Discipline  
Scheduling, Homework  
Peer Assistance  
Instructional Practice  
Technology Sharing  
Grading Equity

# There are many issues on which to work TOGETHER.



**Mental  
Health  
Supports**

**Summer  
School/  
After  
School  
Programs**

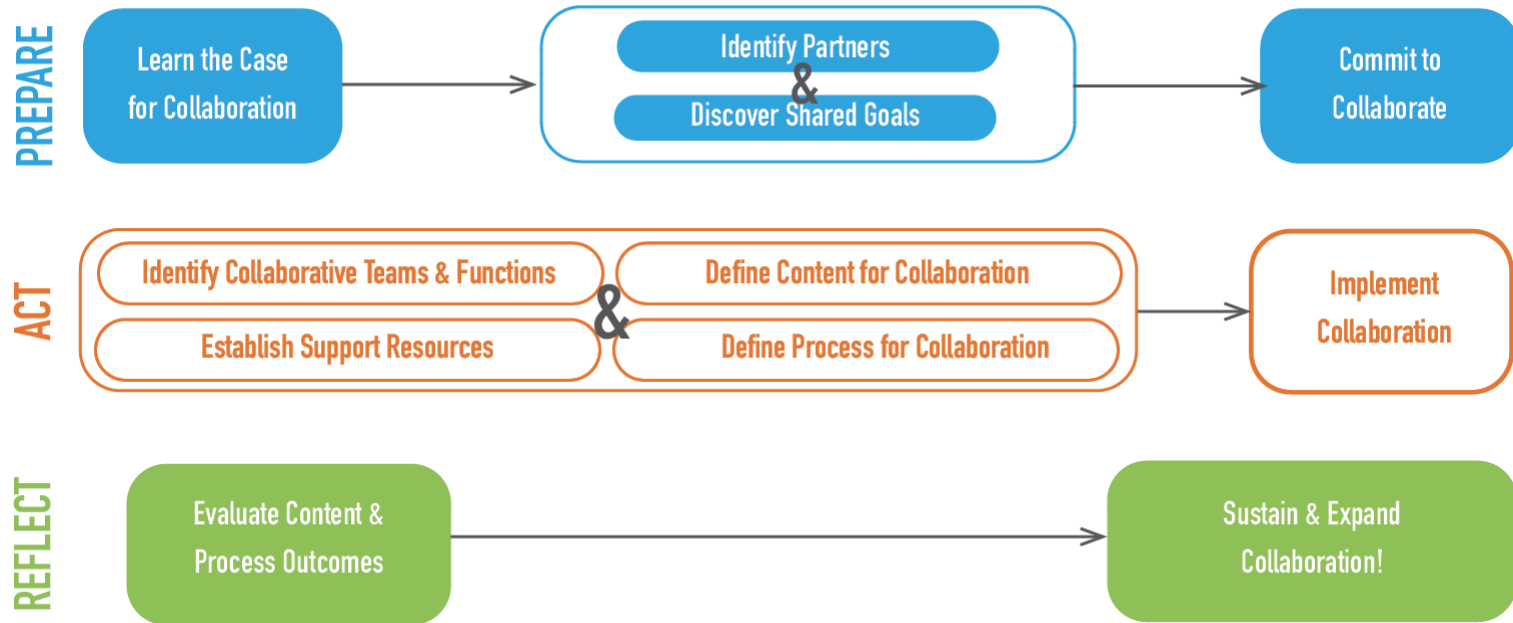
**Training  
for  
Education  
Technology**

**Specialists  
& Key  
Positions**

**School  
Climate &  
Culture**

**PPE,  
Health &  
Safety  
Supports**

# A Framework for (District & School) Labor Management Collaboration



## Resources for Districts & Schools



**COLLABORATING FOR  
STUDENT SUCCESS**

[www.nea.org/collaboration](http://www.nea.org/collaboration)